

## SUPPLIER CODE OF CONDUCT

### 1. INTRODUCTION

This Supplier Code of Conduct (hereinafter referred to as the “Code”) outlines the fundamental ethical, legal, and professional standards that Suppliers of **evo-servis sk s.r.o.** are expected to uphold while engaging with our Company. The purpose of this Code is to promote fair business practices, safeguard human rights, ensure occupational health safety, and support sustainability. We expect all Suppliers to adhere to this Code and to implement the necessary measures to ensure compliance.

A Supplier of **evo-servis sk s.r.o.** is defined as any entity that provides products, services, or materials to the Company and is required to comply with all provisions outlined in this Code. Suppliers may include individuals, companies, subcontractors, or any other business entities that maintain a contractual relationship with the Company.

### 2. ETHICAL AND LEGAL PRINCIPLES

The Supplier commits to adhering to all applicable laws, regulations, and international standards related to business practices, working conditions, and environmental protection. Bribery, corruption, and any form of illegal payments are strictly prohibited. The Supplier must not offer, accept, or facilitate bribes or any other unethical advantages. Additionally, the Supplier must avoid any conflicts of interest in business relationships. In the event of a potential conflict of interest, the Supplier is required to promptly notify the Company. The Supplier's business practices must be honest, transparent, and aligned with the principles of responsible business conduct.

### 3. WORKING CONDITIONS AND HUMAN RIGHTS

The Supplier must respect fundamental human rights and uphold the principles of fair employment.

The use of child labor, forced labor, and human trafficking is strictly prohibited. The Supplier is required to assess its supply chain to ensure that such practices are not present. All employees of the Supplier must be afforded equal opportunities, regardless of race, gender, religion, ethnic origin, sexual orientation, or disability. The Supplier is obligated to provide fair wages and working conditions that comply with the minimum legal requirements of the country in which it operates. Additionally, employees must be provided with a safe and healthy working environment that minimizes the risk of accidents and occupational illnesses.

### 4. ENVIRONMENTAL PROTECTION

The Supplier is committed to minimizing the environmental impact of its activities and implementing measures to safeguard the environment. Efficient use of natural resources, waste reduction, and responsible management of chemicals are essential requirements. The Supplier must comply with all environmental laws and regulations and continuously seek opportunities to enhance its environmental performance. The Company actively supports collaboration with Suppliers who embrace the principles of sustainability and environmental responsibility.

### 5. INFORMATION PROTECTION AND CONFIDENTIALITY

The Supplier is obliged to protect the Company's sensitive information and ensure its confidentiality. All data obtained by the Supplier in the course of cooperation must be kept secure and used only for the intended purpose. The intellectual property of the Company and other entities must be respected and protected from unauthorized use.

## 6. QUALITY AND SAFETY OF PRODUCTS AND SERVICES

The Supplier is obligated to ensure the high quality of products and services in line with agreed standards and specifications. All products must be safe for use and comply with applicable regulatory requirements. Should any risks or quality issues be identified, the Supplier must promptly inform the Company and implement corrective measures.

## 7. CONTROL AND COMPLIANCE MECHANISM

The Company reserves the right to conduct audits to verify adherence to this Code. The Supplier is required to provide access to relevant documents and processes and to cooperate with any audit procedures. In the event of a violation of the Code, the Supplier must take corrective action. Repeated or serious violations may lead to the termination of the business relationship.

## 8. REPORTING VIOLATIONS

The Supplier is obligated to report any violations of the Code that it identifies in its own activities or those of its subcontractors. The Company is committed to protecting whistleblowers from any form of retaliation. To foster trust in the reporting process, anonymous and secure channels for reporting violations are available. Any breach of conduct must be reported as soon as possible via email at [compliance@evoservis.sk](mailto:compliance@evoservis.sk), at any of the Company's offices (Bratislava, Malacky, Košice), or at the Company's headquarters.

## 9. FINAL PROVISIONS

This Code is binding on all Suppliers collaborating with the Company, and by accepting it, the Supplier confirms their agreement to adhere to the principles outlined herein.

Any violation of the Code may result in sanctions, including the termination of the business relationship, and the Company reserves the right to pursue legal action in the case of serious breaches.

The Supplier is required to regularly review its practices to ensure the continuous improvement of its ethical, environmental, and social conduct.